

Dennis A. Lovin

Areas of Expertise: Organizational Development, Change Management, Leadership and Management Curriculum Development, Team Intervention, Executive Coaching

Brings to the Team:

- **Thirty years of leadership experience** in civilian, military, and civil service organizations, helping them cope with both minor and major systemic change
- **Extensive HR, Organizational Development, and Change Management, Senior Staff Coaching Experience** in Business, Military, and Civil Service organizations.
- **Six Sigma leadership** in cycle-time reduction and process mapping and improvement; **Kaizen training and implementation; Seven Habits** of Highly Effective People Trainer
- **Experience in Ethics:** Served on the Biomedical Ethics Board of Kaiser-Permanente Hospital, San Diego, for four years; Taught Ethics at the USAF Civilian Personnel School, Air Command and Staff College, and Troy State University
- **Educational Credentials:** Master of Science, Human Resource Management, Chapman University, San Diego CA; Master of Divinity, Western Seminary, Portland, OR; Master of Music, Arizona State University, Tempe, AZ; Master's Certificate in Organizational Leadership, Villanova University, Villanova, PA; Senior Professional in Human Resources Management (SPHR) Certification, HR Certification Institute; Global Career Development Instructor Certification

Professional Experience Summary:

- **United Launch Alliance, Trinity, AL:** Served on the Organizational Development Guiding Coalition, helping to develop a five-phase organizational strategic plan, and was responsible for the plant's diversity program, and served on the ULA Corporate Diversity Council. While at ULA, he designed and implemented a Leadership Training Program for all levels of leadership, which became a corporate model for Leadership Training.
- **Bechtel/Lockheed-Martin Corporation, Huntsville, AL:** Hired and deployed over 300 persons annually to Kwajalein Atoll in the Pacific, an Army base serving as the eyes of America via radar on deep space, China, and North Korea. Using Six Sigma methodology, he cut the cycle time for recruitment and deployment in half.
- **City of Knoxville, TN:** HR Analyst, familiar with civil service regulations and procedures, responsible for the City's Fire Department personnel.
- **Goodwill Industries, San Diego, CA:** Human Services Director, oversight of a job training program for 400 employees annually, supervision of staff, Kaizen deployment, systemic change for 14 stores resulting in over \$1 million in additional sales
- **Marine Corps Recruit Depot, San Diego, CA:** Management Analyst, GS-11, training Total Quality Management, doing process improvement and standardization, strategic planning, Seven Habits training and coaching
- **Chaplain, Lt Col, USAF:** Senior Protestant Chaplain, Ramstein Air Base, Germany with 3500 parishioners, 60 contractors, 500 volunteers, eight chaplains, fifteen enlisted personnel—the largest organization of its kind in the Air Force. Graduate of Air Command and Staff College, Resident Course, and The USAF Academic Instructor School

Personal: Dennis and Luanne were married in 1970, and have two grown children and two grandchildren. They enjoy making music together, visiting family and friends, planting trees, and volunteering at churches and area assisted living and nursing homes, providing music for residents.